

1982 - 1984

AGREEMENT

BETWEEN

HAMMONTON BOARD OF EDUCATION

and

HAMMONTON EDUCATION ASSOCIATION

X *John J. Hause, President, 1982-84*

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ARTICLE I

RECOGNITION

A. The Board hereby recognizes the Hammonton Education Association as the exclusive representative for collective negotiations concerning the terms and conditions of employment for certificated personnel under contract and on leave, employed by the Board of Education, including:

1. Teachers	5. Guidance
2. Librarians	6. C.I.E.
3. Nurses	7. Extra-Curricular Personnel
4. Child Study Team and Speech Therapist	8. Grade level Chairpersons Area Coordinators

B. Unless otherwise indicated, the term "teachers", when used hereinafter in this Agreement, shall refer to all professional employees represented by the Association in the negotiating unit as above defined, and references to male teachers shall include female teachers.

C. Excluded from contract will be Central Office Administration, Principals, Assistant Principals and Director of Special Services.

ARTICLE II

NEGOTIATION PROCEDURE

A. The parties agree to enter into collective negotiations in accordance with Chapter 123, Public Laws 1975, in a good-faith effort to reach agreement on all matters concerning the terms and conditions of teachers' employment. Such negotiations shall begin not later than November 1 of the calendar year preceding the calendar year in which this Agreement expires. Any Agreement so negotiated shall apply to all teachers, be reduced to writing, be signed by the Board and the Association.

B. Representatives of the Board and the Association negotiating committee shall meet at the request of either party for the purpose of reviewing the administration of the Agreement, and to resolve problems that may arise. These meetings are not intended to by-pass the grievance procedure.

ARTICLE III

GRIEVANCE PROCEDURE

A. The following steps are to be followed in the Grievance Procedure. An aggrieved person or group shall file within twenty (20) school days from date of alleged grievance his grievance in writing to the building principal. If after ten (10) school days, the principal does not satisfy the grievance or fails to make a determination, the individual or group may then take his grievance in writing to the Superintendent of Schools.

If after ten (10) school days the aggrieved individual or group is still not satisfied, or if the Superintendent fails to make a determination, the grievance may be turned over to a committee from the Board of Education and a committee from the Hammonton Education Association, who will then have ten (10) school days to satisfy or make a determination on the grievance.

If they fail to do so, the aggrieved person or group may then submit his grievance to the Board of Education for determination.

A grievance which remains unresolved after a decision has been rendered by the Board of Education may be appealed to arbitration within fifteen (15) days following written receipt of the Board's decision. The arbitration shall be conducted under the rules of the American Arbitration Association for Voluntary Labor Arbitration. The decision of the arbitrator shall be advisory only. The costs of the arbitrator shall be divided equally between the parties. To expedite the rendering of a prompt decision, there shall be no transcript or post-hearing briefs except if requested by the arbitrator.

B. Definition: A grievance is a claim by a teacher or group of teachers based upon the interpretation, application, or violation of this Agreement.

ARTICLE IV

- OPEN -

ARTICLE V

TEACHING HOURS AND LOAD

- A. Sign-In: A teacher shall be required to indicate their presence for day by initialing their arrival and departure in the appropriate column of the faculty "sign-in" roster.
- B. No teacher shall be required to report for duty earlier than fifteen (15) minutes before the opening of the pupils' school day, and shall not be permitted to leave until at least fifteen (15) minutes after the close of the pupils' school day, unless otherwise designated by the administration for duties including but not limited to faculty meetings, duty rosters, student help, etc. In the event of split, half, staggered, or extended sessions, the school day shall be interpreted to mean the scheduled school day as determined by the administration for teacher assignments. In no case will the teachers' school day exceed the 1971-72 school year workday.
- C. When teachers are required to attend pre- or post-school meetings, such meetings shall begin no later than fifteen (15) minutes after the students' dismissal time. Administrators shall make every effort to limit said meetings to sixty (60) minutes, except during evaluation periods.
- D. Teachers, Grades 1 through 3 shall have a minimum of five (5) PPSA periods per week, commencing 1983-84 School Year.
- E. When qualified substitute teachers are not available, faculty members will be required to cover classes of teachers who are absent.

Teachers who cover these classes should:

- 1. Be utilized from study halls first of all.
- 2. Secondly, be taken from their P.P.S.A. periods.

- F. Area Coordinators and Grade Level Chairpersons.

- 1. Compensation: See Schedule "C"

- G. Extracurricular Activities.

- 1. Compensation: See Schedule "D"

ARTICLE VI

NON-TEACHING DUTIES

- A. The Hammonton Board of Education shall be responsible for the maintenance of the School District's attendance registers.
- B. Lunchroom and Playground Aides shall be employed in the new Elementary School for Grades K-5.

ARTICLE VII

INSURANCE

- A. NJHB Plan: The Board shall assume full cost for the Blue Cross, Blue Shield Full Family Plan, Major Medical, Rider J.
- B. Prescription Plan: Effective September 1979, the Board of Education shall provide a co-pay, single employee coverage prescription plan.
- C. Dental Plan: Effective September 1981, the Board of Education shall provide single coverage for dental benefits as outlined by N.J. Dental Service Plan Inc., Program III A (or equal). Effective July 1, 1983, the Board of Education shall provide full family dental coverage.

ARTICLE VIII

REEMPLOYMENT RIGHTS

- A. On or before April 30, all non-tenured teachers will have had their administrative conference wherein they will be notified of the recommendation of the administration regarding their reemployment or the termination of their employment as of the end of that school year.
- B. On or before April 30 in each school year, the Board of Education shall give to each non-tenure teaching staff member continuously employed by it since the preceding September 30, either
 1. A written offer of a contract for employment for the next succeeding year providing for at least the same terms and conditions of employment but with such increases in salary as may be required by law or policies of the Board of Education, or

2. A written notice that such employment will not be offered.
- C. Each non-tenure teacher receiving contracts must notify the Board of Education of such acceptance, in writing, on or before June 1, in which event such employment shall continue as provided for herein. In the absence of such notice of acceptance, the provision of this Article shall no longer be applicable.
- D. Tenured teachers shall assume reemployment under existing policies and contracts unless otherwise notified.
- E. Upon request, teachers shall be notified of their tentative assignment of the following school year by August 1.
- F. The President of the Hammonton Education Association shall be notified in writing of all Unit vacancies. If said vacancy (s) occur (s) during the summer recess, in addition to the aforementioned, such vacancy (s) shall be posted on each school main office bulletin board.
- G. Home-School Teaching Salary Guide: See Schedule "G"

ARTICLE IX

- OPEN -

ARTICLE X

PHYSICAL EXAMINATIONS

- A. A doctor's certification shall be required and provided by a teacher absent for more than three (3) consecutive school days due to illness. This certification shall be at the teacher's expense, provided, however, that the teacher shall have the option of submitting himself to examination by the School Doctor.
- B. The Board of Education shall require, at initial employment, a physical examination by the school physician or any other physician designed by the Board of Education.

C. Annual pre-school term physical examinations may be at the Board's request. The cost of this physical to be borne by the Board of Education. Any other physical exam requested by the Board of Education will be the Board's expense.

ARTICLE XI

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

A. The Board of Education will reimburse any full certificated teacher seventy-five (75) per cent of the yearly cost of tuition of professional courses taken by him. Seventy-five per cent (75%) of the yearly cost is not to exceed seven hundred (700) Dollars per school fiscal year (July 1 to June 30).

Each person must obtain approval by the Superintendent of Schools before enrolling in said course.

Official confirmation in writing of successful completion of each course must be presented to the Superintendent for his approval within sixty (60) days after completion of course, and then forwarded to the Secretary of the Board of Education for payment of seventy-five (75) per cent of the presented bill. No one is to receive any payment for any course with a grade below a "C".

The staff member must be in the employment of the Board of Education at least one (1) school year (September-June) before this policy applies.

Reimbursement of summer courses will apply only if the teacher has signed a contract for the following year and returns in September to assume his duties.

ARTICLE XII

PERSONNEL RECORD

A. (1) There shall be (one) designated file in the office of the Superintendent for each unit member; however, copies of evaluations and other pertinent information may be kept in the building principal's own personal file. Copies of all building principals' documents shall be duplicated for the designated file. There shall also exist a personnel file for each unit member maintained in the office of the School Business Administrator.

- (2) A teacher, upon presentation of advanced written request, may inspect his personnel file.
- (3) The Superintendent has the right to remove materials pertaining to pre-employment prior to review.
- (4) Upon inspection the teacher shall have the right to add his comments to any material filed, and these written comments shall be made part of the teacher's personnel file.

B. A teacher shall be given a copy of any class visit or evaluation report prepared by his evaluator. Teacher(s) shall have the opportunity to review and add written comments to the evaluation.

ARTICLE XIII

SICK LEAVE

- A. Teachers are to be given a written accounting of accumulated sick leave days no later than November 1 of each year.
- B. Effective September 1978, teachers shall be granted twelve (12) sick leave days per year. Such days shall be accumulative.
- C. Upon retirement, any employee who has been employed in the district for a minimum of twenty (20) years prior to retirement, or any employee that has been employed a minimum of fifteen (15) years with at least five (5) years of military service, and who has accumulated sick leave pursuant to R.S. 18A:30, shall be paid at the time of retirement such sum as shall be arrived at according to the following formula and conditions:
 1. One-third of the employee's daily salary, computed by taking one-two hundredth of the ten-month employee's yearly salary, or one-two hundred fortyth of the twelve-month employee's yearly salary and shall be multiplied by the total number of accumulated sick leave days accumulated by the employee. This amount subject to the conditions below shall represent the total sum to be paid upon retirement.

2. Any employee retiring prior to the age of 50 or retiring prior to 20 years of service in this school district shall not be eligible to receive payment under this policy, unless said employee who has been employed for a minimum of 20 years retires due to ill health.

3. In order to receive payment under this policy, the retiring employee shall give advance notice to the Board of Education of his intentions to retire so that appropriate sums of money can be budgeted in the annual school budget. In the event the School Board is not given adequate notice, the retiring employee shall not receive payment until the next annual budget.

4. Under no circumstances shall any individual receive more than \$4,000 under this policy.

ARTICLE XIV

LEAVES OF ABSENCE

A. Personal Leave

- (1) All employees shall be granted a leave of absence for personal business not to exceed two (2) days per year.
- (2) Such leave shall be without loss of pay and shall be added to unused sick days.
- (3) Personal business for the purpose of this policy is hereby defined as follows:
 - (a) Illness in the immediate family when the presence of the employee is required.
 - (b) Death of a relative or close friend.
 - (c) Court summons or other legal process involving no moral turpitude on the part of the employee.
 - (d) Religious holiday.
 - (e) Personal Confidential (confide in one administrator of your choice).
 - (f) Or for any other valid reasons at discretion of Superintendent.
- (4) Each employee shall be required to obtain prior approval for the personal leave from his principal or supervisor, except in the case of emergency. In the event of an emergency, such personal leave shall be confirmed by the principal or supervisor.

B. Bereavement Leave

- (1) A maximum of five (5) days shall be allowed with no loss of pay whenever employee is absent due to death of a member of his immediate family. Immediate family is defined to include husband, wife, brother, sister, son, daughter, parents, or spouse's parents.
- (2) Five (5) days shall mean five consecutive days, excluding Saturday and Sunday.
- (3) The same five day leave shall apply to related persons residing in the same residence of the employee, such as: in-laws, grandparents, etc.

C. Maternity Leave

- (1) Disability leave is provided for under Article XIII, Section "B".
- (2) Maternity leave shall commence on the date requested provided that the Superintendent has been notified in writing at least fifteen (15) school days prior to the date requested.
- (3) A teacher may return from Maternity Leave at the beginning or mid-year (second semester) of the following school year provided she has notified the Board sixty (60) days prior to her return.
- (4) The Board shall have the discretion to delay reinstatement of the teacher until certification by her physician.

ARTICLE XV

RIGHT TO WITHHOLD INCREMENT

A. The Hammonton Board of Education reserves the right to withhold an increment and/or adjustment from any teacher due to inefficiency or other just cause according to the following:

B. Withholding Increments: Causes: Notice of Appeals
Any Board of Education may withhold, for inefficiency or other good cause, the employment increment, or the adjustment increment, or both, of any member in any year by a majority vote of all members of the Board of Education. It shall be the duty of the Board of Education, within ten (10) days, to give written notice of such action, together with the reasons therefore, to the members concerned. The member may appeal from such action to the commissioner under rules prescribed by him. The commissioner shall

consider such appeal and shall either affirm the action of the Board of Education or direct that the increment or increments be paid. The commissioner may designate an assistant commissioner of education to act for him in his place and with his powers on such appeals. It shall not be mandatory upon the Board of Education to pay any such denied increment in any future year as an adjustment increment.

C. Notice Given to Employee of Inefficiency

The Board shall not forward any charge of inefficiency to the commissioner, unless at least ninety (90) days prior thereto and within the current or preceding school year, the Board or the Superintendent of Schools of the district has given to the employee, against whom such charge is made, written notice of the alleged inefficiency, specifying the nature therof with such particulars as to furnish the employee an opportunity to correct and overcome the same.

D. No tenure teacher will be denied an increment and/or adjustment unless he has been observed at least three (3) times during any school year. The three observations are to be concluded with at least a two (2) week interval between each, and are to be done by more than one administrator.

ARTICLE XVI

MISCELLANEOUS

A. For any mileage driven on school business or within the course of a normal teaching assignment, the teacher shall be compensated at the rate of eighteen and a half (18 1/2) cents per mile.

B. The Hammonton Education Association President or his designee shall be granted one (1) free period per week to conduct Association business.

ARTICLE XVII

DURATION

A. Duration Period: This Agreement shall be in effect as of July 1, 1982, and shall continue in effect until June 30, 1984.

This Agreement shall not be extended orally, and it is expressly understood that it will expire on the date indicated, unless it is extended in writing.

B. In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries, and their corporate seals to be placed hereon, all on the day and year first above written.

HAMMONTON EDUCATION ASSOCIATION

Gordon J. White
President

Donald W. Brown
Secretary

HAMMONTON BOARD OF EDUCATION

Warren Benedetto
President

John J. Longo
Secretary

Witnesses: _____

Date: _____

Schedule A

1982-83

<u>Step</u>	<u>BS</u>	<u>BS+15</u>	<u>BS+30</u>	<u>MS</u>	<u>MS+15</u>	<u>MS+30</u>
1	13,430	13,745	14,060	14,688	15,002	15,315
2	13,780	14,095	14,410	15,038	15,352	15,665
3	14,130	14,445	14,760	15,388	15,702	16,015
4	14,480	14,795	15,110	15,738	16,052	16,365
5	14,825	15,140	15,455	16,083	16,397	16,710
6	15,175	15,490	15,805	16,433	16,747	17,060
7	15,520	15,835	16,150	16,778	17,092	17,405
8	15,895	16,210	16,525	17,153	17,467	17,780
9	16,325	16,640	16,955	17,583	17,897	18,210
10	16,875	17,190	17,505	18,133	18,447	18,760
11	17,425	17,740	18,055	18,683	18,997	19,310
12	18,035	18,350	18,665	19,293	19,607	19,920
13	18,565	18,880	19,195	19,823	20,137	20,450
14	19,185	19,500	19,815	20,443	20,757	21,070
15	19,934	20,249	20,564	21,192	21,506	21,819
16	20,645	20,960	21,275	21,903	22,217	22,530
17	21,523	21,838	22,153	22,781	23,095	23,408
18	22,426	22,741	23,056	23,684	23,998	24,311
19	23,240	23,555	23,870	24,498	24,812	25,125
20	23,962	24,277	24,592	25,220	25,534	25,847
21	24,744	25,059	25,374	26,002	26,316	26,629

All employees beyond the 21st step shall receive a 7% increase to their existing 1981-82 base salary, plus the following increases for advanced education.

<u>BS+15</u>	<u>BS+30</u>	<u>MS</u>	<u>MS+15</u>	<u>MS+30</u>	<u>MS in Field</u>
\$100	\$200	\$400	\$500	\$600	\$375

Schedule A.1

1983-84

<u>Step</u>	<u>BS</u>	<u>BS+15</u>	<u>BS+30</u>	<u>MS</u>	<u>MS+15</u>	<u>MS+30</u>
1	14,060	14,375	14,690	15,318	15,632	15,945
2	14,410	14,725	15,040	15,668	15,982	16,295
3	14,760	15,075	15,390	16,018	16,332	16,645
4	15,110	15,425	15,740	16,368	16,682	16,995
5	15,460	15,775	16,090	16,718	17,032	17,345
6	15,805	16,120	16,435	17,063	17,377	17,690
7	16,155	16,470	16,785	17,413	17,727	18,040
8	16,500	16,815	17,130	17,758	18,072	18,385
9	16,875	17,190	17,505	18,133	18,447	18,760
10	17,305	17,620	17,935	18,563	18,877	19,190
11	17,855	18,170	18,485	19,113	19,427	19,740
12	18,405	18,720	19,035	19,663	19,977	20,290
13	19,015	19,330	19,645	20,273	20,587	20,900
14	19,545	19,860	20,175	20,803	21,117	21,430
15	20,165	20,480	20,795	21,423	21,737	22,050
16	20,914	21,229	21,544	22,172	22,486	22,799
17	21,625	21,940	22,255	22,883	23,197	23,510
18	22,503	22,818	23,133	23,761	24,075	24,388
19	23,406	23,721	24,036	24,664	24,978	25,291
20	24,220	24,535	24,850	25,478	25,792	26,105
21	24,942	25,257	25,572	26,200	26,514	26,827
22	25,724	26,039	26,354	26,982	27,296	27,609

All employees beyond the 22nd step shall receive an increase of \$80 to their existing 1982-83 base salary.

MS in field - \$375.00

Schedule A.1

1983-84

<u>Step</u>	<u>BS</u>	<u>BS+15</u>	<u>BS+30</u>	<u>MS</u>	<u>MS+15</u>	<u>MS+30</u>
1	14,680	14,995	15,310	15,938	16,252	16,565
2	15,030	15,345	15,660	16,288	16,602	16,915
3	15,380	15,695	16,010	16,638	16,952	17,265
4	15,730	16,045	16,360	16,988	17,302	17,615
5	16,080	16,395	16,710	17,338	17,652	17,965
6	16,425	16,740	17,055	17,683	17,997	18,310
7	16,775	17,090	17,405	18,033	18,347	18,660
8	17,120	17,435	17,750	18,378	18,692	19,005
9	17,495	17,810	18,125	18,753	19,067	19,380
10	18,125	18,440	18,755	19,383	19,697	20,010
11	18,675	18,990	19,305	19,933	20,247	20,560
12	19,225	19,540	19,855	20,483	20,797	21,110
13	19,835	20,150	20,465	21,093	21,407	21,720
14	20,365	20,680	20,995	21,623	21,937	22,250
15	20,985	21,300	21,615	22,243	22,557	22,870
16	21,734	22,049	22,364	22,992	23,306	23,619
17	22,645	22,960	23,275	23,903	24,217	24,530
18	23,523	23,838	24,153	24,781	25,095	25,408
19	24,426	24,741	25,056	25,684	25,998	26,311
20	25,240	25,555	25,870	26,498	26,812	27,125
21	25,962	26,277	26,592	27,220	27,534	27,847
22	26,744	27,059	27,374	28,002	28,316	28,629

All employees beyond the 22nd step shall receive an increase of \$1,020 to their existing 1st half 1983-84 base salary.

MS in field - \$375.00

Schedule B

COMPENSATION: GRADE LEVEL CHAIRPERSONS - 1982-83

Each Grade Level Chairperson will receive a base stipend of First Year - \$428.00, Second Year - \$492.00, Third Year - \$556.00, with an additional stipend of \$32.00 for each department or grade level member working with the Chairperson.

Note: The additional stipend may change school year to school year due to increase or decrease of staff members assigned to the various departments, areas, or grade levels.

Dept. or
Grade Level

Kdg.
First
Second
Third
Fourth
Fifth
Sixth
Seventh
Eighth
Special Areas (Elem. School)
Reading Department

Area Coordinators - High School (4)

1. Science, Math, Foreign Language
2. Social Studies, Reading, English
3. Industrial Arts, Fine Arts
4. Business Ed., Physical Ed., Health Ed., Driver Training

	<u>1st Year</u>	<u>2nd Year</u>	<u>3rd Year</u>
Stipend	1,187.00	1,589.00	1,717.00

Schedule B.1

COMPENSATION: GRADE LEVEL CHAIRPERSONS - 1983-84

Each Grade Level Chairperson will receive a base stipend of First Year - \$466.00, Second Year - \$536.00, Third Year - \$606.00, with an additional stipend of \$35.00 for each department or grade level member working with the Chairperson.

Note: The additional stipend may change school year to school year due to increase or decrease of staff members assigned to the various departments, areas, or grade levels.

**Dept. or
Grade Level**

Kdg.
First
Second
Third
Fourth
Fifth
Sixth
Seventh
Eighth
Special Areas (Elem. School)
Reading Department

Area Coordinators - High School (4)

1. Science, Math, Foreign Language
2. Social Studies, Reading, English
3. Industrial Arts, Fine Arts
4. Business Ed., Physical Ed., Health Ed., Driver Training

	<u>1st Year</u>	<u>2nd Year</u>	<u>3rd Year</u>
Stipend	1,294.00	1,732.00	1,872.00

Schedule C

Extra Curricular

1982-83

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
<u>Class Advisors</u>			
1. Twelfth Grade	556	621	685
2. Eleventh Grade	487	556	621
3. Tenth Grade	203	268	326
4. Ninth Grade	203	268	326
5. Eighth Grade	358	428	487
<u>Clubs</u>			
1. Yearbook/Blue and White	685	813	942
2. National Honor Society	166	230	294
3. Student Council	230	294	358
4. Photo Club	294	294	294
5. F.H.A.	166	230	294
<u>Band</u>			
1. Band Director	1204	1589	1851
2. Band Front	1204	1589	1851
3. Asst. Band Director	423	556	685
4. Pom Pom	358	685	813
5. Choral Director	621	685	813
6. Cheerleader	358	428	487
7. Cheerleader 8th Grade	166	166	166
<u>Misc.</u>			
1. Musical Director (Play)	358	428	428
2. Play Director	556	813	942
3. Asst. Play Director	294	428	546
4. A.V. Director H.S.	685	749	813
5. Gymnastics Director	685	749	813
6. F.B.L.A.	128	193	262
7. Financial Advisor Yearbook H.S.	235	353	412
8. School Store Advisor H.S.	353	471	589
9. Student Council Advisor E.S.	177	235	294
10. Safety Patrol Advisor E.S.	177	235	294
11. School Newspaper Editor E.S.	177	235	294
12. School Newspaper Editor M.S.	177	235	294
13. Student Council Advisor "A" M.S.	118	177	235
14. Student Council Advisor "B" M.S.	118	177	235

Schedule C

Extra Curricular

1982-83

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
<u>Misc. (Cont'd)</u>			
15. Yearbook Advisor M.S.	177	235	294
16. Sixth Grade Choral Advisor M.S.	177	235	294
17. Intra-Mural Basketball (6 employees) M.S.	118	118	118
18. Intra-Mural Baseball (6 employees) M.S.	118	118	118
19. Intra-Mural Director M.S.	150	150	150

Schedule C.1

Extra Curricular

1983-84

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
<u>Class Advisors</u>			
1. Twelfth Grade	606	677	747
2. Eleventh Grade	531	606	677
3. Tenth Grade	221	292	355
4. Ninth Grade	221	292	355
5. Eighth Grade	390	467	531
<u>Clubs</u>			
1. Yearbook/Blue and White	746	886	1027
2. National Honor Society	181	251	320
3. Student Council	251	320	390
4. Photo Club	320	320	320
5. F.H.A.	181	251	320
<u>Band</u>			
1. Band Director	1312	1732	2018
2. Band Front	1312	1732	2018
3. Asst. Band Director	461	606	747
4. Pom Pom	390	747	886
5. Choral Director	677	747	886
6. Cheerleader H.S.	390	467	531
7. Cheerleader 8th Grade	181	181	181
<u>Misc.</u>			
1. Musical Director (Play)	390	467	467
2. Play Director	606	886	1027
3. Asst. Play Director	320	467	595
4. A.V. Director H.S.	747	816	886
5. Gymnastics Director	747	816	886
6. F.B.L.A.	140	210	286
7. Financial Advisor Yearbook H.S.	256	385	449
8. School Store Advisor H.S.	385	513	642
9. Student Council Advisor E.S.	193	256	320
10. Safety Patrol Advisor E.S.	193	256	320
11. School Newspaper Editor E.S.	193	256	320
12. School Newspaper Editor M.S.	193	256	320
13. Student Council Advisor "A" M.S.	129	193	256
14. Student Council Advisor "B" M.S.	129	193	256

Schedule C.1

Extra Curricular

1983-84

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
<u>Misc. (Cont'd)</u>			
15. Yearbook Advisor M.S.	193	256	320
16. Sixth Grade Choral Advisor M.S.	193	256	320
17. Intra-Mural Basketball (6 employees) M.S.	129	129	129
18. Intra-Mural Baseball (6 employees) M.S.	129	129	129
19. Intra-Mural Director M.S.	164	164	164

Schedule E

Coaches' Salary Guide

1982-83

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Athletic Director	2070	2268	2461	2654
Football				
Head Coach	1814	2006	2204	2397
Assistant	1270	1404	1543	1678
Assistant	1270	1404	1543	1678
Assistant	1270	1404	1543	1678
Assistant	1270	1404	1543	1678
Basketball				
Head Coach	1359	1557	1749	1942
Assistant	951	1090	1224	1359
Assistant	951	1090	1224	1359
7th & 8th Grade Assistant	951	1090	1224	1359
Track				
Track Coach	1231	1423	1621	1814
Assistant	862	996	1135	1270
Baseball/Softball				
Assistant	1231	1423	1621	1814
Assistant	862	996	1135	1270
Field Hockey/Soccer				
Assistant	974	1166	1359	1557
Assistant	682	816	951	1090
Golf				
Golf	583	776	877	974
Wrestling				
Head Coach	1231	1423	1621	1814
Assistant	862	996	1135	1270
Cross Country				
Cross Country	583	776	877	974
Tennis				
Tennis	583	776	877	974

Schedule E.1

Coaches' Salary Guide

1983-84

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Athletic Director	2256	2472	2682	2893
Football				
Head Coach	1977	2187	2402	2613
Assistant	1384	1530	1682	1829
Assistant	1384	1530	1682	1829
Assistant	1384	1530	1682	1829
Assistant	1384	1530	1682	1829
Basketball				
Head Coach	1481	1697	1906	2117
Assistant	1037	1188	1334	1481
Assistant	1037	1188	1334	1481
Assistant	1037	1188	1334	1481
Track Coach				
Assistant	940	1086	1237	1384
Baseball/Softball				
Assistant	940	1086	1237	1384
Field Hockey/Soccer				
Assistant	743	889	1037	1188
Golf				
	635	846	956	1062
Wrestling				
Head Coach	1342	1551	1767	1977
Assistant	940	1086	1237	1384
Cross Country				
	635	846	956	1062
Tennis				
	635	846	956	1062

Schedule F

HOME SCHOOL TEACHING SALARY GUIDE: 1982-83

<u>YEAR</u>	<u>BS/BA LEVEL</u>	<u>MS/MA LEVEL</u>
1 - 4	\$7.76 per hour	\$9.10 per hour
5 - 9	\$9.10 per hour	\$10.38 per hour
10 - 14	\$10.38 per hour	\$11.66 per hour
15 - *	\$11.66 per hour	\$12.95 per hour

Schedule F.1

HOME SCHOOL TEACHING SALARY GUIDE: 1983-84

<u>YEAR</u>	<u>BS/BA LEVEL</u>	<u>MS/MA LEVEL</u>
1 - 4	\$8.46 per hour	\$9.92 per hour
5 - 9	\$9.92 per hour	\$11.31 per hour
10 - 14	\$11.31 per hour	\$12.71 per hour
15 - *	\$12.71 per hour	\$14.12 per hour